

PORTRAIT OF A NEEDHAM GRADUATE

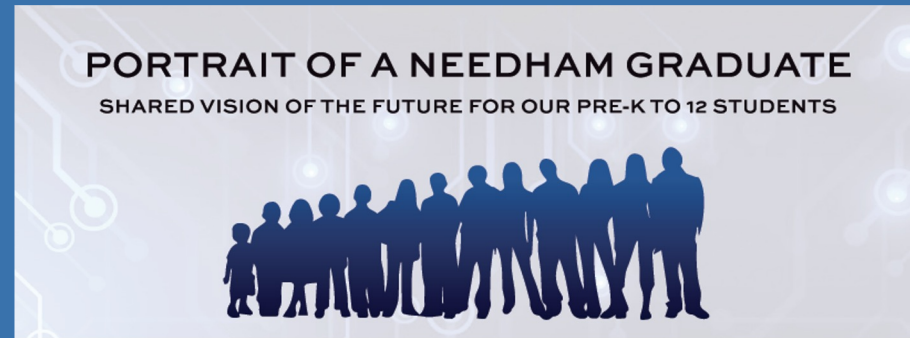


FY24 Actions in support of District's Strategic Plan

Presentation to the School Committee

June 20, 2023

Next Steps: Portrait Strategic Plan



In FY23, we are working to **scale & optimize** the Actions for going forward.

In FY22, with a full return to an in-person model, we addressed gaps in student learning & development as we continued to **focus on equity**.

In FY21, despite the pandemic and remote learning models, we built on the initial year's Actions and looked for ways to **integrate best practices and new ideas**.

FY20

As we began to implement the Portrait Plan, our focus was on the existing bright spots and foundational Actions we could take to **explore and prepare** for this work.

FY21

FY22

FY23

FY24

In FY24, we will **build coherence** through district-wide Actions with the Portrait vision continuing to guide us.

FY23 Progress on Priority 1: Students Are Drivers of Their Own Learning



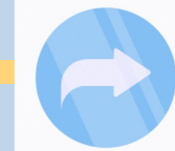
Applying principles of **UDL** (Universal Design for Learning), which recognize the variability and diversity of learners, to provide more opportunities for personalized learning through student agency, voice, and choice



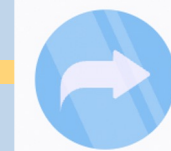
Adjusting practices for **World Language** with strong student buy-in to personal growth; Administering STAMP assessment (standardized measure of proficiency) to all 8th graders; Piloting proficiency-based grading where students know what to do to improve



Elevating a broad range of experiences to engage **students as leaders**: Student Councils, Student Unions, student-led assemblies, student announcers, Buddy classrooms, Peer mentoring programs (CCOR/OYP, SAFE), student-led conferences to address conflicts, student presentation to School Committee



Piloting a **new 5th grade Social Studies curriculum** (Investigating History) where students develop thinking skills to judge the validity of information, communicate their ideas, and participate in a diverse democracy



Implementing Year 1 of **new math curriculum** Illustrative Math program at all elementary schools with intentional adjustments to lessons and tasks informed by embedded assessments and individual student's needs

FY23 Progress on Priority 2: Students Experience Integrative Learning



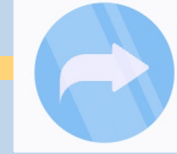
Embedding explicit teaching of **interdisciplinary skills** in a variety of classes & adding wider range of **interdisciplinary learning programs** (e.g., 9-IP and 10-IP; Pollard's ELA/Social Studies shared skills across content; K-6 Arts Integration with observation, drawing, & 3-D models used to demonstrate Science knowledge)



Developing **SELMH framework (social-emotional learning and mental health)**, a tiered continuum of supports that students may need at any point in their schooling; Expanding the use of Tier One in order to foster positive social, emotional and behavioral skills and well-being of all students



Piloting **restorative practices** with a focus on developing social-emotional capacity, building relationships and connections, increasing a sense of belonging, and improving school climate; Providing training to staff in restorative practices to facilitate circles, manage conflicts and repair harm



Building classroom libraries and providing **instruction that incorporates diverse people** so that students reflect on different races, family structures, religions, and gender orientation



Adopting an **Early Literacy Screener** for all **kindergarten** students aligned to the science of reading and a **4th grade word study & spelling program** (*Words Their Way*) for reducing the percentage of students at risk of falling behind

FY23 Progress on Priority 3: Students Learn within Adaptable Environments



Collaborative learning

experiences (e.g., Olin College mentors working with 9IP; NHS & Mitchell students partner in a wellness collaboration; K students study design process and collaborate to build playground models)



Continuing to work on schedule improvement

with streamlining and more effective collaboration time for Preschool; a pilot of elementary literacy & math Intervention Block (*WIN*-What I Need); and at the secondary level, enhanced X-Block or Structured Learning Support Block



Building community with programs such as Broadmeadow's All-School Art Project about "belonging"; **partnering with community groups** (e.g., League of Women Voters) to support middle school and high school civics education



Reinstating **learning beyond the classroom, locally and globally** (e.g., high school trip to France, 6th grade to the MFA, 4th grade to the BSO, plus additional after school clubs like Pollard's *Unified Sports*) to promote student engagement



Engaging families by administering 2023 District Survey; the feedback received from 1352 families helps shape the FY24 plan; **Engaging broader community** via Open Houses, Cultural Nights, curriculum meetings, the REAL Coalition, PTC partnerships (e.g., ELPAC), and an MOU with Needham Police

FY23 Progress on Priority 4: Infrastructure Supports Needs of All Students



Developed and received approval on **FY24 Budget** in support of equity and the Portrait plan; **FY23 budgeted resources** deployed thoughtfully in support of district priorities and in response to unanticipated student, staffing, and building needs



Collaborated with the Town to file a **Statement of Interest with MSBA** (Massachusetts School Building Authority) for funding to renovate Pollard & Mitchell; Moving forward with the historic **renovation of EG** (Emery Grover School Admin & Operations Bldg)



Continuing to recruit and support a **qualified and diverse staff**; Increasing the number of staff of color from 78.0 FTE staff (full-time equivalent) in FY22 to 93.1 FTE in FY23; Co-hosting with Town the **BIPOC Staff affinity group**, *Stronger Together*



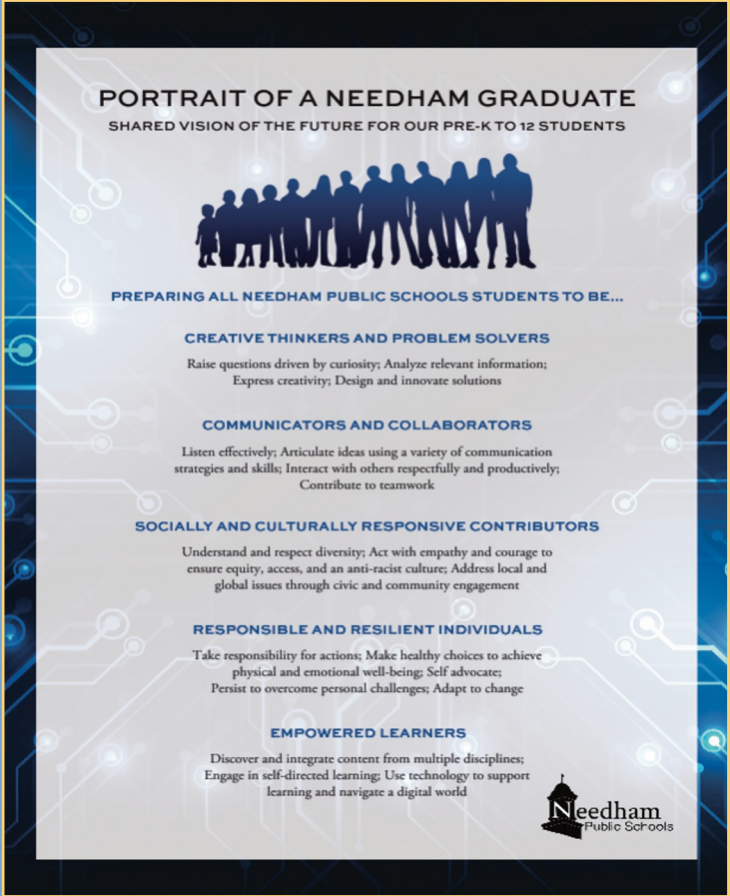
Conducting **negotiations** with the NEA for Unit C, D, and E staff with a shared goal of defining fair & competitive terms/conditions; Successfully **completed Labor Agreements** with Units A & B



Engaging all instructional staff in **professional development** on creating conditions for every student to learn, with Cornelius Minor's book and two keynote addresses to the staff by the author; **Training district leaders** on the Data Wise process and data-informed practices

Building on the progress we made in FY23, the District established **FY24 Actions** that reaffirm our commitment to prepare all Pre-K to 12 students for their future, guided by the Portrait of A Needham Graduate.

PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...



CREATIVE THINKERS AND PROBLEM SOLVERS

COMMUNICATORS AND COLLABORATORS

SOCIALLY & CULTURALLY RESPONSIVE CONTRIBUTORS

RESPONSIBLE AND RESILIENT INDIVIDUALS

EMPOWERED LEARNERS



PRIORITY 1

All Students Are Drivers of Their Own Learning

Strategic Objective A:

Incorporate opportunities for student choice, independent learning, personalized pathways

Strategic Objective B:

Provide structures and experiences that enable student efficacy, leadership, and voice

Strategic Objective C:

Teach students content and skills necessary for them to grow personally and academically

FY24 ACTIONS:

1.1: Continue to expand Universal Design for Learning (UDL) with a phased implementation that increases opportunities for student agency, voice, and choice

1.2: Establish explicit content and learning objectives for culturally responsive instructional practices by grade level to address equity and diversity

1.3: Implement the student-centered and culturally responsive Social Studies program, *Investigating History*, for 5th graders district wide and analyze options for grades 3 and 4 for subsequent rollout

1.4: Increase number of Needham High School students completing advanced coursework

PRIORITY 2

All Students Experience Integrative Teaching & Learning

Strategic Objective A:

Extend interdisciplinary teaching and learning practices Pre-K to 12

Strategic Objective B:

Embed Portrait competencies, Technology, Inclusive Practices, SEL, and Equity into all curricula and instructional practices

Strategic Objective C:

Provide opportunities for students to demonstrate knowledge and skills through multiple means of expression

FY24 ACTIONS:

2.1: Expand Interdisciplinary Learning for students at all grade levels, building on progress made by staff through teaming across disciplines and by integrating Racial Literacy with Social Studies

2.2: Prepare for implementation of the district's SELMH Framework with its multi-tiered system of Social Emotional Learning and Mental Health supports

2.3: Support a positive school climate for student engagement by implementing with fidelity Responsive Classroom in grades K-5 and Restorative Practices in grades 6-12

2.4: Develop the framework for a Portrait of A Needham Graduate portfolio in grades 3-12 that will become a graduation requirement & will empower each student to document progress toward Portrait competencies

PRIORITY 3

All Students Learn & Grow Within Adaptable Environments

Strategic Objective A:

Support & design classroom models and environments that foster collaboration and innovation

Strategic Objective B:

Provide time, schedules, and spaces that promote learning objectives

Strategic Objective C:

Complement instruction with accessible learning beyond classroom, within community, and in partnership with families

FY24 ACTIONS:

3.1: Explore additional and alternative pathways to learning; e.g., the MyCAP planning tool for grades 7-12 (My Career and Academic Plan), internships & career readiness programs with local businesses, college readiness programs

3.2: Pilot and assess new scheduling options and models that provide consistent time on learning and allow time for student support, targeted intervention, and collaboration/teaming

3.3: Establish a plan to address the growing enrollment and programmatic needs of the Preschool

3.4: Explore new channels for effective two-way communication with families and the community to ensure all students have the resources and support they need to learn and grow (e.g., accessible options beyond the school day for enrichment/homework; ensuring access points for diverse groups and non-English-speaking families)

Priority 4

Infrastructure Supports Needs of All Students

Strategic Objective A:

Provide staffing, facilities, and budget resources aligned to district priorities

Strategic Objective B:

Implement recruitment, retention, and development process for staff growth and diversity

Strategic Objective C:

Establish a professional learning structure supporting equity and the Portrait vision

FY24 ACTIONS:

4.1: Develop a fiscally responsible FY25 budget plan that meets student needs and supports the district's strategic priorities

4.2: Implement the recommendations of the School Facilities Master Plan for Pollard and Mitchell; the Active Construction Projects for Emery Grover; and complete the assessment of Town-School IT Services

4.3: Assess and strengthen our current staff evaluation system & procedures, and continue to hire and recruit a qualified and diverse staff

4.4: Launch initial phase of a cohesive professional learning program for districtwide and school-based employee development